

EXHIBIT J

NET COST OF WITHIN-GRADE SALARY ADVANCEMENTS

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COUNCIL

Cost of Within-Grade Salary Advancements Expressed as a Percent
of Salary Payments for Permanent Employment

| Percent of av. monthly grade separations, budget year | Percent of salary differential to base salary, current year | | | | | | | | | | Percent 2001/07/27 | | | |
|----------------------------------------------------------------|-------------------------------------------------------------|------|-------|-------|-------|-------|-------|-------|-------|-------|-----------------------|-------|-------|-------|
| | 0% | 2% | 3% | 4% | 5% | 6% | 7% | 8% | 9% | 10% | 12% | 14% | 16% | 18% |
| 0.5% | 3.38 | 3.13 | 3.00 | 2.85 | 2.71 | 2.58 | 2.42 | 2.25 | 2.09 | 1.93 | 1.56 | 1.13 | 0.59 | -0.98 |
| 1.0% | 3.19 | 2.83 | 2.65 | 2.48 | 2.31 | 2.12 | 1.91 | 1.72 | 1.51 | 1.30 | 0.85 | 0.36 | -0.25 | -0.89 |
| 1.5% | 2.99 | 2.56 | 2.33 | 2.11 | 1.89 | 1.66 | 1.41 | 1.18 | 0.95 | 0.69 | 0.18 | -0.38 | -1.03 | -1.72 |
| 2.0% | 2.82 | 2.30 | 2.03 | 1.77 | 1.50 | 1.25 | 0.95 | 0.70 | 0.42 | 0.13 | -0.45 | -1.07 | -1.77 | -2.52 |
| 2.5% | 2.65 | 2.04 | 1.73 | 1.44 | 1.14 | 0.85 | 0.52 | 0.20 | -0.08 | -0.41 | -1.06 | -1.73 | -2.36 | -3.27 |
| 3.0% | 2.49 | 1.82 | 1.47 | 1.12 | 0.80 | 0.47 | 0.11 | -0.23 | -0.57 | -0.91 | -1.61 | -2.35 | -3.21 | -3.99 |
| 3.5% | 2.34 | 1.60 | 1.20 | 0.83 | 0.47 | 0.11 | -0.28 | -0.64 | -1.02 | -1.40 | -2.15 | -2.94 | -3.78 | -4.67 |
| 4.0% | 2.19 | 1.38 | 0.96 | 0.55 | 0.15 | -0.24 | -0.67 | -1.04 | -1.45 | -1.85 | -2.67 | -3.50 | -4.39 | -5.31 |
| 4.5% | 2.06 | 1.19 | 0.73 | 0.29 | -0.11 | -0.55 | -1.01 | -1.42 | -1.85 | -2.29 | -3.14 | -4.02 | -4.95 | -5.91 |
| 5.0% | 1.94 | 1.01 | 0.52 | 0.05 | -0.30 | -0.83 | -1.33 | -1.77 | -2.21 | -2.68 | -3.59 | -4.51 | -5.48 | -6.38 |
| 5.5% | 1.82 | 0.83 | 0.25 | -0.18 | -0.66 | -1.12 | -1.64 | -2.10 | -2.57 | -3.07 | -4.02 | -4.98 | -5.99 | -7.00 |
| 6.0% | 1.71 | 0.67 | 0.13 | -0.40 | -0.90 | -1.38 | -1.93 | -2.42 | -2.92 | -3.43 | -4.42 | -5.42 | -6.46 | -7.51 |
| 6.5% | 1.60 | 0.51 | -0.07 | -0.60 | -1.14 | -1.63 | -2.21 | -2.71 | -3.22 | -3.76 | -4.80 | -5.83 | -6.90 | -7.97 |
| 7.0% | 1.50 | 0.37 | -0.24 | -0.80 | -1.34 | -1.87 | -2.46 | -2.99 | -3.52 | -4.08 | -5.15 | -6.21 | -7.32 | -8.42 |
| 7.5% | 1.41 | 0.23 | -0.40 | -0.98 | -1.56 | -2.08 | -2.71 | -3.24 | -3.81 | -4.38 | -5.49 | -6.59 | -7.72 | -8.84 |
| 8.0% | 1.32 | 0.09 | -0.53 | -1.16 | -1.74 | -2.30 | -2.94 | -3.50 | -4.07 | -4.67 | -5.81 | -6.94 | -8.10 | -9.25 |
| 8.3% | 1.27 | 0.02 | -0.62 | -1.26 | -1.85 | -2.44 | -3.08 | -3.64 | -4.23 | -4.83 | -5.99 | -7.14 | -8.31 | -9.49 |

| SCHEDULE OF EXPENDITURES AND BALANCES | | Department of Government Organization unit: Office of the Secretary | | Salaries and Expenses | | | Appropriation title: 25X1A |
|-----------------------------------------------------------|--|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|---------------------------------|---------------------------------------|-------------------------------------|
| SOURCES OF EXPENDITURE AVAILABILITY | | EXPENDITURE AVAILABILITY EXCEPT TRANSFERS (1) | NET TRANSFERS IN (+) OR OUT (-) (2) | Net EXPENDITURES IN YEAR (3) | BALANCES FORWARD AT END OF YEAR | | CARRIED TO SURPLUS FUND (7) |
| CURRENT YEAR ESTIMATE | | | | | Obligated (4) | Unobligated unexpired accounts (5) | Unobligated expired accounts (6) |
| A-Current - specific appropriation for 1949 | | | | | | | |
| B- | | | | | | | |
| C-Obligated balance forward..... | | | | | | | |
| D-Unobligated balance forward in unexpired accounts..... | | | | | | | |
| E-Unobligated balance forward in expired accounts..... | | | | | | | |
| F-Total..... | | | | | | | |
| BUDGET YEAR ESTIMATE | | | | | | | |
| AA-Current - specific appropriation for 1950 | | | | | | | |
| BB- | | | | | | | |
| CC-Obligated balance forward..... | | | | | | | |
| DD-Unobligated balance forward in unexpired accounts..... | | | | | | | |
| EE-Unobligated balance forward in expired accounts..... | | | | | | | |
| FF-Total..... | | | | | | | |
| Explanation: <u>Cost of Public Law 900</u> | | | | | | | |
| Included in line A above | | | | | | | |
| Included in line D above | | | | | | | |
| Total included above | | | | | | | |
| Supplemental required | | | | | | | |
| Total cost of Public Law 900 | | | | | | | |